April 2010

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Government of Alberta

Alberta

Freedom To Create. Spirit To Achieve.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,969,400 [1] Albertans employed, of which about 344,100 are self-employed. Nationally, the unemployment rate remained unchanged at 8.2% (February and March 2010), with the number of unemployed persons decreasing by 14,300 to a total of 1,515,100. Decreases in unemployment were due to an increase of part-time positions. Despite the March part-time gains, part-time employment has fallen by 0.6% since July 2009[2]. Unemployment in Alberta increased from 145,900 (February 2010) to 159,200, with the rate increasing from 6.9% in February 2010 to 7.5%. There are approximately 409,300 Albertans covered by union agreements. Alberta's union coverage rate is 25.2% while nationwide the union coverage rate is 31.3%[2].

[1]Seasonally adjusted
[2] Statistics Canada Labour Force Survey (LFS)

Highlights

On April 17, 2010, Brandt Tractor (Edmonton) locked out the Teamsters, local 987, for 30 minutes, resulting in a termination of the collective agreement. The employer unilaterally provided a 3.0% increase for the employees, and all employees have returned to work.

The Minister has established a Compulsory Arbitration Board (CAB) involving Alberta Health Services (formerly Parkland Ambulance Authority) and CUPE, Local 3671.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements													
Year	2008					2009					2010		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
Public	27,573	11,099	29,535	28,373	**96,580**	5,390	9,442	1,767	1,543	**18,142**	738	0	**738**
Private	22,527	9,502	5,704	7,103	**44,836**	2,968	9,891	6,857	5,630	**25,346**	2,535	11	**2,546**
All	50,100	20,601	35,239	35,476	**141,416**	8,358	19,333	8,624	7,173	**43,488**	3,273	11	**3,284**
Average Annual Wage Change %													
Year	2008					2009					2010		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
Public	1.9	4.0	4.2	4.4	**3.6**	2.8	2.7	1.0	1.5	**2.4**	1.8	0.0	**1.8**
Private	3.8	5.0	4.3	5.3	**4.3**	1.5	2.0	0.6	1.8	**1.5**	1.0	1.3	**1.0**
All	2.7	4.4	4.2	4.6	**3.8**	2.3	2.3	0.7	1.7	**1.9**	1.2	1.3	**1.2**

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.
Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Employment and Immigration by calling (780)427-8301 or emailing cba.submissions@gov.ab.ca.

*Year to date

Wage Settlements In Alberta By Industry – 2008 to 2010 (May)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2010	0	0	0.0	0.0	0.0
2009	3	477	25.7	1.6	3.1
2008	6	632	36.7	4.3	15.6
Administrative And Support, Waste Management And Remediation Services					
2010	0	0	0.0	0.0	0.0
2009	4	337	34.4	2.0	6.1
2008	2	145	30.6	3.9	11.2
Agriculture, Forestry, Fishing And Hunting					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2010	0	0	0.0	0.0	0.0
2009	9	560	33.1	1.3	3.1
2008	3	82	23.7	2.4	4.9
Construction					
2010	11	1,452	26.9	1.1	2.7
2009	36	8,419	24.0	0.8	1.6
2008	18	9,381	43.6	5.6	22.3
Educational Services					
2010	3	300	15.4	0.1	0.2
2009	17	2,565	28.7	0.4	1.0
2008	82	38,873	50.8	2.2	8.8
Finance And Insurance					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
Health Care And Social Assistance					
2010	3	217	23.3	3.1	6.4
2009	47	4,304	33.2	3.2	9.0
2008	53	58,923	38.3	4.6	15.2
Information And Cultural Industries					
2010	1	48	36.0	1.0	3.0
2009	4	1,327	24.7	3.5	7.3
2008	1	55	24.0	7.3	15.1
Management of Companies And Enterprises					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Manufacturing					
2010	7	650	27.2	1.0	2.4
2009	34	3,205	32.5	1.1	3.2
2008	28	3,366	35.3	5.2	15.5
Mining And Oil And Gas Extraction					
2010	1	20	32.0	0.0	0.0
2009	8	5,613	55.5	2.9	14.8
2008	2	2,750	58.5	3.1	16.0
Other Services (except Public Administration)					
2010	1	24	36.0	1.7	5.1
2009	7	182	23.3	2.1	4.0
2008	10	368	25.2	4.3	9.5
Professional, Scientific And Technical Services					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
Public Administration					
2010	3	221	28.1	2.9	7.0
2009	35	9,729	26.8	2.5	5.9
2008	26	3,897	33.7	4.3	12.7
Real Estate And Rental And Leasing					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
Retail Trade					
2010	0	0	0.0	0.0	0.0
2009	3	3,130	50.1	0.0	0.1
2008	11	15,421	43.0	3.1	12.8
Transportation And Warehousing					
2010	3	152	33.3	1.4	4.3
2009	14	1,465	40.0	1.8	6.2
2008	16	1,137	36.5	6.6	21.4
Utilities					
2010	0	0	0.0	0.0	0.0
2009	7	1,587	20.0	3.5	4.7
2008	10	4,696	26.1	3.1	7.0
Wholesale Trade					
2010	2	200	30.0	1.0	2.6
2009	3	588	65.4	3.0	17.5
2008	6	1,566	36.0	5.7	21.2

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Academic					
Athabasca University	Faculty Association	498	24	30-Jun-12	1st year – 0% 2nd year – 0%
Norquest College	AUPE, Local 71	275	24	30-Jun-11	01-Jul-09 – -4.0% (rollback) 01-Apr-10 – Wage review 15-Jun-10 – Wage review
Fort McMurray School District #2833	CUPE, Local 2545	323	43	31-Aug-13	1st year – 4.8% 2nd year – 3.0% 3rd year – 3.0% 4th year – 4.5%
Construction					
Flint Maintenance Services	CLAC, Local 63	350	27	30-Apr-12	01-Feb-10 – 0% 01-Sept-10 – 2.0% 01-Feb-11 – Wage reopener
Ber-mac Electrical And Instrumentation	CLAC, Local 63	150	21	23-Oct-11	01-Feb-10 – 1.5% 01-May-10 – Wage review (and quarterly thereafter)
Ledcor Construction Limited	CLAC, Local 63	150	24	31-Jan-12	01-Feb-10 – -5.0% (rollback) 02-Aug-10 – 1.0% (increase) 01-Feb-11 – Wage review
Ledcor RMC Services	CLAC, Local 63	985	12	28-Feb-11	28-Feb-10 – 2.0% 17-Mar-10 – 5.0%
Health Care					
Bethany Care Centre – Collegeside	AUPE, Local 48	115	24	30-Jun-11	1st year – 5.0% 2nd year – 4.5%
Bethany Care Centre – Airdrie	AUPE, Local 48	115	24	30-Jun-11	1st year – Total increases 15.5% 2nd year – 4.5%
Shepherd's Care – Kensington Village	AUPE, Local 47	200	12.5	30-Sept-10	15-Jan-10 – 2.5% 01-Apr-10 – 2.5%
Public Administration					
City of Red Deer	CUPE, Local 417	847	24	31-Dec-11	01-Jan-10 – 2.0% 08-Aug-10 – 2.0% 01-Jan-11 – 3.0%
Other					
Waste Management Canada Corp.	CAW, Local 4050	240	36	31-Oct-09	Edmonton 1st year – 1.25% 2nd year – 1.75% 3rd year – 2.0% Red Deer and Calgary 1st year – 1.5% 2nd year – 2.0% 3rd year – 2.0% Fort McMurray 1st year – 3.0% 2nd year – 2.5% 3rd year – 2.5%
Oilsands Transportation Ltd. – Coach Division	Teamsters, Local 362	300	36	31-Dec-09	1st year – 3.0% 2nd year – 2.5% 3rd year – 2.5%

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Alberta Health Services	UNA	24,000	31-Mar-10	Negotiations continue.
Revera Long Term Care Centre	CUPE, Local 8	160	30-Jun-09	Negotiations continue.
Extendicare (six locations)	AUPE	580	31-Dec-08	Negotiations continue.
Innovative Housing Society of Canada	AUPE	180	First Agreement	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Olds College	Faculty Association	100	30-Jun-09	In Arbitration.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
NAIT	AUPE	750	30-Jun-07	In Arbitration
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Elk Island Separate Regional School Division	CEP, Local 71	500	31-Aug-09	Negotiations continue
Livingstone Range Public School Division	CUPE, Local 2133	100	31-Aug-09	Negotiations continue
City of Calgary	Fire Fighters Association, Local 255	1,200	31-Dec-08	In Arbitration.
ATB Financial	AUPE	1,890	31-Mar-09	In Arbitration.
Alberta Research Council	AUPE	255	31-Mar-09	Negotiations continue.
Special Areas Board	AUPE	200	31-Dec-09	Negotiations continue.
Private Sector				
Calgary Co-operative Association Limited	Union of Calgary Co-Operative Employees	3,400	24-10-09	Negotiations continue
Goodyear Canada	USW, Local 628	239	22-Jul-09	Negotiations continue
Richardson Oilseed Ltd. (Lethbridge)	UFCW, Local 401	170	31-Aug-09	Negotiations continue.
Canada Safeway (Meats and Deli) – Southern Alberta	UFCW, Local 401	1,321	17-Mar-10	Negotiations continue.
Canada Safeway (Meats and Deli) – Northern Alberta	UFCW, Local 1118	780	17-Mar-10	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 401	500	31-Aug-08	Negotiations continue.
Canada Safeway	Bakery Workers	252	17-Mar-10	Negotiations continue.
Canada Safeway – Retail	UFCW, Local 401	6,837	20-Mar-10	Negotiations continue.
Maple Leave Foods – Potatoes (Lethbridge)	UFCW, Local 401	100	28-Feb-10	Negotiations continue.
McKesson Canada Corporation	UFCW, Local 401	202	31-Dec-09	Negotiations continue.
Lakeside Packers - XL Foods (Brooks)	UFCW, Local 401	2,032	31-Dec-09	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
Fraser Valley Regional Library	CUPE, Local 1698	350	36	31-Dec-11
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0% Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 20, 2010.				
Ontario				
City of Ottawa	CUPE, Local 503	5,930	36	31-Dec-11
Terms: 1st year 2.5%, 2nd year 2.5%, 3rd year 2.75% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", May 2009.				
Government of Ontario	Association of Management, Administrative and Professional Crown Employees of Ontario	9,798	36	31-Mar-12
Terms: 1st year 1.75%, 2nd year 2.0%, 3rd year 2.0% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", May 2009.				
Canada				
National Research Council	Professional Institute of the Public Service of Canada	1,540	48	19-Jul-11
Terms: 1st year 2.3%, 2nd year 1.5% 3rd year 1.5%, 4th year 1.5% Source: Human Resources and Skills Development Canada, "Workplace Bulletin", June 21, 2009.				
NAV Canada	CAW, Local 5454	2,100	24	31-Mar-11
Terms: 1st year 2.0%, 2nd year 2.5% Source: Human Resources and Skills Development Canada, "Workplace Bulletin", June 21, 2009.				
Private Sector				
British Columbia				
Crown Packaging	CEP, Local 433	165	48	30-Jun-12
Terms: 1st year 2.0%, 2nd year 2.5%, 3rd year 2.5%, 4th year 3.0% Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 20, 2010.				
Teleflex	USW Local 2952	235	36	12-Aug-12
Terms: 1st year 0.0%, 2nd year 2.0%, 3rd year 2.0%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 20, 2010.				
B.C. Sheet Metal Association	Sheet Metal Workers, Local 30	1,900	45	30-Apr-13
Terms: 1st year 3.2%, 2nd year 2.2%, 3rd year 2.1%, 4th year 2.1% Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 20, 2010.				
Ontario				
MacDonald Dettwiler and Associates- Robotics/Terrestrial (Brampton)	SPAR Professional and Technical Employees Association	231	48	31-Dec-12
Terms: 1st year 1.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2009.				
Canpar Transport LP (Mississauga)	USW	650	36	31-Oct-12
Term: 1st year, 0.0%, 2nd year 1.0%, 3rd year 2.0% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2009.				

Recent Labour Relations Developments in Other Jurisdictions

British Columbia

Health Services Minister, Kevin Falcon, is proposing amendments to the *Emergency and Health Services Act*. These involve an expanded role for paramedics including providing care to people with chronic illnesses in residential-care facilities, joining with community-care workers to assist patients in their homes, and perhaps providing care in hospital emergency rooms. These services would apply particularly in rural areas. CUPE, Local 873, representing the paramedics, has expressed some support for the proposed changes. They indicate they have been pressing for an increased role for paramedics for some time. However, they also note they were not consulted on the proposed changes. CUPE Local 873 was on strike from April to November 2009, and ambulance service was maintained through essential services provisions.

Source: Victoria Times Colonist, "Paramedics' role to be expanded", April 22, 2010

Manitoba

A tentative agreement has been reached between Canadian Blood Services and the Manitoba Government Employees Union, Local 200. A conciliator (mediator) assisted in the negotiations. Terms were not released, but the union is recommending approval of the agreement to its members.

Source: National Union of Public and General Employees, "Tentative deal with Canadian Blood Services-MGEU", April 22, 2010

Ontario

About 2,900 casino workers, at both Fallsview Casino and Casino Niagara, in Niagara Falls are voting on whether to join the CAW. Four previous attempts by the CAW since 1999 to represent the employees have failed. Niagara Casinos, which manages both casinos, says that they will respect whatever decision the employees make, but would prefer to deal with their employees directly, rather than through a labour union. The voting is taking place April 21 to 23, 2010. Casino management offered to pay taxi fares for employees coming to vote if they're not scheduled to work, and reimbursing out-of-town employees up to $100 if they come to vote.

Source: The Niagara Falls Review, Corey Larocque, "Casino workers to vote on CAW representation", April 21, 2010, and Corey Larocque, "CAW, casino getting the vote out", April 22, 2010

Labatt Breweries, owned by Belgian Brewer Interbrew, announced on March 31, 2010 that it is closing the Lakeport Brewery in Hamilton, effective April 30, 2010. About 140 unionized employees, represented by the Teamsters, Local 938, are affected. Labatt says it will be transferring its Lakeport operations to the London, Ontario facility. Negotiations are underway between Labatt and the Teamsters concerning a closure agreement for Lakeport, involving such issues as severance and benefits for the affected employees. Teamsters, Local 938 President Craig McInnes has indicated the Lakeport plant may be a good purchasing opportunity for another brewery.

Source: Teamsters Canada news release, "Labatt to Close Lakeport Brewery in Hamilton!", April 22, 2010

Quebec

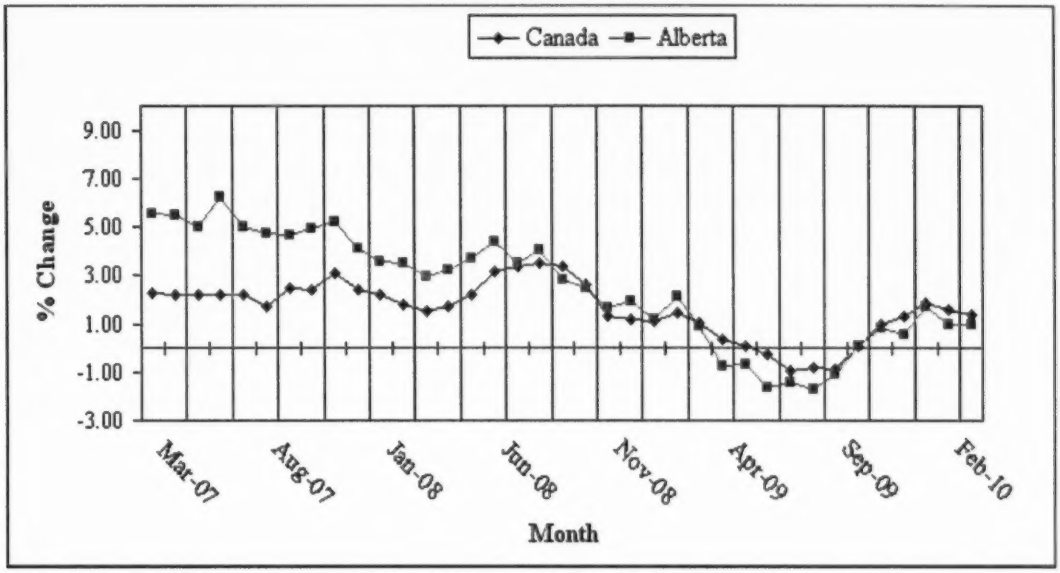
The City of Montreal and CUPE, Local 301, representing about 5,500 outside workers, have been operating under a collective agreement that expired August 31, 2007. A four-day "bargaining blitz" was held in early April 2010 involving a reworked set of contract proposals by the City developed under the supervision of a provincial conciliator (mediator). The City is bound by limits imposed across the municipal workforce by Mayor Gérald Tremblay of a wage freeze for 2007 and two per cent annually in subsequent years. Subcontracting to the private sector is a key issue. Up to March 2010, CUPE, Local 3017 had engaged in a series of one-day strikes, and beginning March 26, 2010, banned overtime, except in emergencies, resulting in a build-up in garbage throughout much of the City. Also, CUPE, Local 301 blocked public access to the popular attractions, the Biodôme and the Insectarium. On April 21, 2010, CUPE, Local 301 stated it would resume working overtime and would allow the reopening of two facilities, in an attempt to end the "climate of confrontation" between the City and the union.

Source: The (Montreal) Gazette, Jan Ravensbergen, "'Bargaining blitz' begins", April 6, 2010, and The Gazette, James Mennie, "Montreal blue collars declare truce", April 21, 2010.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

March 2007 to March 2010



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2007 to 2010

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2007	111.51	2.19	117.93	4.97	117.48	4.88	118.02	5.06
2008	114.11	2.33	121.63	3.14	121.39	3.33	121.79	3.20
2009	114.43	0.28	121.46	-0.14	121.62	0.19	121.73	-0.05
2010**	115.43	0.87	122.37	0.75	122.35	0.60	122.35	0.51
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65
Jun-09	115.1	-0.26	122.0	-1.61	122.2	-1.21	122.1	-1.45
Jul-09	114.7	-0.95	121.5	-1.46	121.8	-1.46	121.6	-1.14
Aug-09	114.7	-0.78	122.0	-1.69	122.1	-1.21	122.1	-1.85
Sep-09	114.7	-0.86	121.5	-1.06	122.1	-0.16	122.1	-0.81
Oct-09	114.6	0.09	121.6	0.08	121.8	0.41	121.9	0.08
Nov-09	115.2	0.96	122.6	0.82	122.7	1.07	122.7	0.57
Dec-09	114.8	1.32	121.9	0.58	122.0	0.83	122.1	0.25
Jan-10	115.1	1.86	122.3	1.75	122.4	1.83	122.4	1.41
Feb-10	115.6	1.58	122.7	0.99	122.9	1.15	122.8	0.74
Mar-10	115.6	1.40	122.1	0.99	122.3	1.16	122.3	0.82

** - Year to date

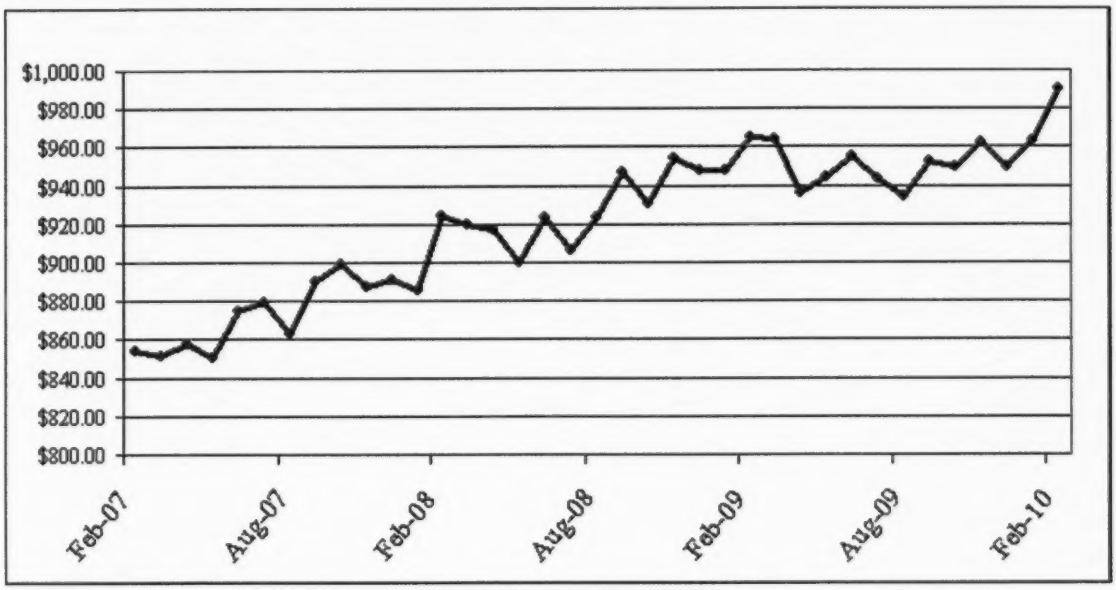
Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)



Monthly AWEA		
		Yr. Over Yr. % Change (Monthly)
Feb-09	$965.26	4.46
Mar-09	$964.08	4.82
Apr-09	$936.30	2.07
May-09	$943.78	4.91
Jun-09	$954.57	3.41
Jul-09	$943.38	4.07
Aug-09	$934.48	1.19
Sep-09	$952.64	0.63
Oct-09	$949.74	2.04
Nov-09	$962.54	0.89
Dec-09	$949.32	0.18
Jan-10	$963.38	1.63
Feb-10	$989.77	2.54

Yearly AWEA		
		Yr. Over Yr. % Change (Annual)
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99
2009**	$950.34	2.94
2010**	$976.58	2.76

**Year to date. (2009 data was not finalized at time of publication)

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Employer Name Listing

CLR – Construction Labour Relations

GPC – General Presidents' Maintenance Committee for Canada

Union Name Listing

ACTRA - Alliance of Canadian Cinema, Television and Radio Artists
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
AWIU – International Association of Heat and Frost Insulators and Allied Workers
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CISIW – Canadian Iron, Steel and Industrial Workers
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
CWA-SCA – Media and Communications Workers of America (Canada)
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HERE – Hotel Employees and Restaurant Employees International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
Millwrights – Millwrights, Machinery, Erectors and Maintenance Union
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees
USW – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing.